

MARCH ON WASHINGTON FOR JOBS AND FREEDOM

August 28, 1963

Organizing Manual No. 1

This manual is designed to give you information you will need regarding the March for Jobs and Freedom, and to help you prepare for this event.

The time to organize your delegation for the March is NOW. The time is short - start as soon as you have received and read this manual.

A Second Edition of the manual will appear before August 28 and will provide final and detailed information as it becomes available.

National Office

***March on Washington
for Jobs and Freedom***

**170 WEST 130th STREET
NEW YORK 27, NEW YORK
FIlmore 8-1900**

Cleveland Robinson
Chairman, Administrative Committee

Bayard Rustin
Deputy Director

- 2 -

Who is sponsoring the March to Washington for Jobs and Freedom?

The official call for the March was issued on July 12 by the following national leaders:

James Farmer, National Director of the Congress of Racial Equality

Rev. Martin Luther King, President of the Southern Christian Leadership Conference

John Lewis, Chairman of the Student Non-violent Coordinating Committee

A. Philip Randolph, President of the Negro American Labor Council

Roy Wilkins, Executive Secretary of the National Association for the Advancement of Colored People

Whitney Young, Executive Director of the Urban League

Labor and religious organizations are being asked to join with the above in sponsoring the March. A full list will be issued in due course.

What is the purpose of the March?

The purpose of the March is, by a massive, peaceful, and democratic demonstration in the nation's capital, to provide evidence of the need for the Federal Government to take effective and immediate action to deal with the national crisis of civil rights and jobs that all of us, Negro and white, are facing.

What are the demands of the March?

I The Civil Rights demands include:

Passage by the Congress of effective and meaningful civil rights legislation in the present session, without filibuster.

Immediate desegregation of the nation's schools.

An end to police brutality directed against citizens using their constitutional right of peaceful demonstration.

- 3 -

II The Job demands include:

A massive Federal Public Works Program to provide jobs for all the unemployed, and Federal legislation to promote an expanding economy.

A Federal Fair Employment Practices Act to bar job discrimination by Federal, State, and Municipal governments, and by private employers, contractors, employment agencies and trade unions.

Broadening of the Federal Fair Labor Standards Act to include the uncovered areas of employment where Negroes and other minorities work at slave wages; and the establishment of a national minimum wage of not less than \$2.00 per hour.

Who is invited to participate in the March?

Politically the March is non-partisan; that is, neither funds nor organized participation will be accepted from political parties. We expressly reject the aid or participation of totalitarian or subversive groups of all persuasions. Organizational participation is invited from only the established civil rights organizations, from major religious and fraternal groups, and from labor unions. Such groups are invited to form committees, to sponsor the March, and to send delegations to Washington in their own names.

Other groups are invited to publicize the March, to raise funds for it and to send groups to Washington under the banner of the March on Washington itself. These would include, for example, student and youth organizations, settlement houses, committees and other organizations of the unemployed, professional organizations (doctors, teachers, etc.), and Greek Letter organizations.

What literature is available for publicizing the March?

The National Office of the March will provide you, free of charge, with as many copies as you need of the following:

THE MARCH CALL

This folder, entitled "The Time is Now," gives detailed information on the aims and sponsorship of the March.

LEAFLET

One-page flyer entitled "To All Americans: Join the March for Jobs and Freedom," designed for mass distribution.

Additional copies of this organizing manual are also available. Other material will be put out by the March Office and sent to you as it appears.

What are the immediate tasks of participating organizations and groups?

1. PUBLICIZE THE MARCH

Our time is short! Our first and most urgent task is to make the March known. Get to the press, to church services, to union meetings; take our literature into the streets, distribute it outside movie houses, at the ball game. Make the March known.

2. ORGANIZE TRANSPORTATION

Our time is short! We have to get thousands of people to Washington on short notice. Set up your transportation committee at once and have a hardworking and reliable person head it up. Investigate carefully the possibility of bringing your group by train - it is a little more expensive, but special rates are available, and the more who come by rail, the less congestion there will be on the roads. If you come by bus make sure that you have a written contract issued in advance and that the bus company has a group insurance policy in effect that covers all members of the group.

Coordinate your activities with other groups in your area. It will, in some cases, save time if several groups can make joint transportation arrangements.

The National Office will not make transportation arrangements for local groups. Notify the National Office by mail of the progress of your work in organizing your March groups.

3. ORGANIZE THE UNEMPLOYED FOR THE MARCH

It will serve no purpose to hold a March for Jobs and Freedom if unemployed people are not able to come and add their voices and presence to the demonstration. Organizations must make it a main task to get the news of the March to the unemployed and to encourage the unemployed, where possible, to establish their own March Committees.

Organizations may further guarantee the presence in Washington of the unemployed by (a) assigning a given number of seats in buses and trains to the unemployed, and (b) raising funds to pay for these assigned seats. Make it your goal to send one unemployed person to Washington for every three who can pay their way. We hope that not a bus will go, nor train start, that does not have its quota of the unemployed.

If there are no unemployed in your area, raise funds for the transportation of unemployed persons elsewhere, and transmit the money to the National Office (see under National Office below).

4. HAVE THE COMMUNITY RECOGNIZE AND SET ASIDE THE DAY

Ask the Governor of your State, and the City Fathers, to proclaim August 28 as FREEDOM DAY. Ask ministers and rabbis to offer special prayers August 24-25 for the success of the March. Approach employers with the request that they close their plants on August 28 and grant workers paid vacation on that day in honor of the Centennial of the Emancipation Proclamation and the Civil Rights movement.

How should funds be sent to the National Office of the March?

While your fundamental task is mobilizing people to Washington, bear in mind that the National Office has to meet heavy expenses in preparation for the March. Any funds that may be sent by local organizations for this purpose will be welcome. In addition you are asked to solicit, where possible, special contributions to defray the expenses of unemployed persons, which funds we will administer at our discretion in accordance with need. Make your checks payable to MARCH ON WASHINGTON.

We ask you also to sell a March Button that will help publicize the March, and to transmit the proceeds to us. The button is 2 1/2" in diameter, emblem is a black and white handclasp, and the title, March on Washington for Jobs and Freedom. August 28. Price of each button is 25 cents. Order from the National Office. Send checks, not cash. Shipping costs will be borne by the Office.

How will the March be organized in Washington?

All persons coming to Washington, whether by bus, train or plane, who are being sent by organizations, must be under the leadership of captains appointed locally before departure. (Private cars create confusion and traffic problems, their use is discouraged.) Captains will be responsible for the group en route and in moving around Washington. Further details on the role and function of the March leadership at this level will be forthcoming in the next manual.

The March will provide its own police to maintain order and internal security among the marchers in Washington. These marshals are specially trained and will be in constant contact with captains and marchers. The Washington police and the U.S. Government have promised full cooperation in controlling traffic, maintaining order, providing comfort and first-aid stations for the marchers.

Marchers from the 50 States and the District of Columbia will be assigned specific assembly points where they are to gather on arrival in Washington.

Further information about these assembly points will be provided in due course. All persons are expected to report at the assembly points not later than 10:00 A.M. on August 28th.

Meetings will be held at the Assembly points - in most cases they will be churches - for two purposes. 1) To meet with Congressmen and Senators, who will be invited to meet with the delegations at the Assembly points and to report their positions on pending legislation and to answer questions from their constituents. 2) To select representatives who will proceed to Capitol Hill seeing those legislators who did not respond to our invitation to meet with their constituents. These representatives will be accompanied by representatives of the six civil rights organizations sponsoring the March.

A massive demonstration will be held at the White House. A statement will be issued making clear to the President, the Congress, and the Nation our view that the job problem for Negro citizens cannot be solved unless the problems of all the unemployed are tackled. The delegation will call for the immediate inauguration of a Federal Public Works Program adequate to cope with the deepening economic crisis.

Later the Marchers will assemble for a parade down Pennsylvania Avenue. The parade will dramatize our demands for Jobs and Civil Rights and will commemorate Medgar Evers of the NAACP, William Moore of CORE, Herbert Lee of SNCC, and the thousands of nameless heroes of the freedom movement who have given their lives in the struggle for full equality. The procession shall sing "We Shall Overcome" to the accompaniment of bands and choirs for the entire line of march.

All placards to be used on the March will be provided by the National Office.

No other slogans will be permitted.

In the afternoon there will be a mass meeting at the Lincoln Memorial to commemorate the 100th anniversary of the Emancipation Proclamation and to voice our needs and demands.

- 8 -

What arrangements are there for staying in Washington and for refreshments?

THIS IS A ONE-DAY DEMONSTRATION.

The size and scope of this March make it imperative that all participants come in and go out on the same day - August 28th. All organizations are urged to see to it that participants come provided with box lunches and suppers, and especially that groups furnish themselves with ample water. You are strongly advised not to bring children under 14; children over 14 should be accompanied by a parent or guardian.

In the event of a filibuster before August 28th, March machinery will be used to send daily waves of approximately 1000 people to Washington for the duration of the filibuster. If the filibuster has not begun by August 28th, March participants will be asked to return to Washington at the time of the filibuster in waves of 2000.

enclosures: 1 Call
1 Leaflet

ORDER - BLANK

PLEASE SEND _____ Calls "The Time is Now"
No. _____
_____ Leaflets "To all Americans...."
No. _____
_____ Buttons at 25 cents (CHECK
No. FOR FULL PURCHASE
PRICE MUST BE INCLUDED)

NAME _____

ADDRESS _____

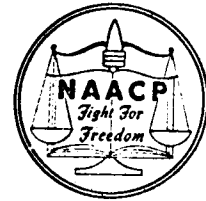
ORGANIZATION _____

TELEPHONE _____

National Office
March on Washington for Jobs and Freedom
170 West 130th Street
New York 27, New York
Filmore 8-1900

Target for **1963**

GOALS OF THE FIGHT FOR FREEDOM



FOREWORD

The National Association for the Advancement of Colored People has set as its target for 1963 the complete elimination of all vestiges of second-class citizenship under which Negro Americans still suffer.

The year 1963 was chosen because January 1 of that year will mark the 100th anniversary of Abraham Lincoln's Emancipation Proclamation, the decisive step towards ending nearly two and a half centuries of chattel slavery.

In the years since the issuance of that Proclamation, great progress has been made toward the fulfillment of the American dream of the equality of all mankind. For this progress, the NAACP has been largely responsible. Without its 45 years of unrelenting, uncompromising and insistent struggle for full constitutional rights for all citizens and its consistent adherence to the nation's highest ideals, far, far less would have been accomplished.

Though this progress has been, in many instances, substantial, much, much remains to be done. It is our firm conviction that it is possible to complete this unfinished business of democracy by the date selected, January 1, 1963.

Our membership has accepted this call and, accordingly, is dedicated to achieving the goals set forth in this pamphlet.

1

invite all liberty-loving Americans of whatever race, religion or national origin to join us in this Fight for Freedom. It is not the Negro's task alone. It is the responsibility of every American. Freedom is assured only when it is shared by every-

Arthur B. Spingarn

ARTHUR B. SPINGARN, President

Channing H. Tobias

CHANNING H. TOBIAS, Chairman, Board of Directors

Walter White

WALTER WHITE, Executive Secretary

1, 1954

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Goals of the NAACP Fight For Freedom Campaign

I. EMPLOYMENT

Equality of job opportunity remains the No. 1 problem confronting Negro Americans. While substantial gains have been made in recent years, there is still widespread racial discrimination in this area. Private employers as well as government agencies generally impose an occupational ceiling upon Negroes. A small number of trade unions actively help exclude Negroes from some skilled jobs and a larger segment of the organized labor movement lacks an aggressive anti-discrimination program.

The NAACP proposes to step up its drive to enlarge employment opportunities for Negro workers. We shall continue to push for enactment of FEPC laws at the state and local levels as well as by the Congress of the United States.

We will continue through our Legal Department, our legislative representatives and our labor relations assistant to represent victims of job discrimination before Fair Employment Practices Commissions or other appropriate boards.

Where possible, we will negotiate directly with employers for new job opportunities.

Through our local branches, we will use our organized purchasing power to make more jobs available.

Our staff and particularly our labor relations assistant will continue working with trade unions to secure non-discrimination clauses in their contracts, to help them implement these clauses, and to get them to insist upon enforcement of seniority provisions, irrespective of race, color, religion or national origin.

When necessary and where possible, our Legal Department will file suits or take other appropriate action to restrain

employers or trade unions from discriminating against Negro workers.

We will engage in educational activities to create a climate of opinion which will accept wider employment opportunities for Negroes.

In our drive to equalize employment opportunities, we will use all the resources at our command.

II. HOUSING

Freedom of residence is a basic freedom in any democratic society. It is, however, a freedom which has been widely denied to Negroes and members of other racial, nationality and religious minorities. Our goal is to establish firmly this freedom through the abolition of the ghettos which now deface many American cities.

The legal props of the ghetto system have already been undermined by court decisions secured through action of the NAACP Legal Department. The United States Supreme Court has ruled that legislation to restrict residence upon the basis of race is unconstitutional and that private agreements among owners of property not to sell or rent to persons because of their race may not be enforced by federal or state courts, or administrative agencies.

Despite these rulings, discrimination in housing remains one of the most difficult problems facing Negroes today. Activities of the NAACP have resulted in the enactment of laws in New York, Massachusetts, New Jersey and Connecticut banning racial discrimination in public housing. State and federal courts in California, New Jersey, Ohio and Michigan also have ruled that such discrimination is illegal. In some communities, interracial occupancy of publicly-financed housing has been secured by the NAACP through consultation with federal and local housing authorities.

Slum clearance is an important phase of the government's housing program. Because of low income and exclusion from

better neighborhoods, there has been a disproportionate concentration of Negro families in the slums. Some of these families have found new shelter in public low rent housing projects. But many have been forced to move from slum sites with no provision made by authorities for rehousing them. This results in aggravation of slum conditions elsewhere in the community. In city after city, in the North as well as in the South, Negro families have been forced out of their homes to make way for new housing or other facilities from which they are excluded. Because of these practices, slum clearance has become known as "Negro clearance" in some quarters.

This problem has become so acute that President Eisenhower took note of it in his housing message to the Congress on January 25, 1954. "It must be frankly and honestly acknowledged," the President said, "that many members of minority groups, regardless of their income or their economic status, have had the least opportunity of all our citizens to acquire, within their means, good and well-located housing."

"We shall take steps," he went on to say, "to insure that families of minority groups displaced by urban redevelopment operations have a fair opportunity to acquire adequate housing."

In private housing (and most people still live in privately-owned dwellings) little headway has been made in breaking down residential segregation. This has been particularly true in new housing, most of which has been and is being made possible *by the use of federal funds* to guarantee payment of the mortgage. Without such aid, extended by the Federal Housing Administration, the vast new lily-white suburban developments would have been impossible.

The NAACP will continue and intensify its efforts to have public assistance withdrawn from any housing development which restricts occupancy upon the basis of race, color, religion or national origin. This includes FHA-aided private housing, as well as redevelopment and public projects. Even before his January 25 message to Congress, President Eisenhower indi-

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cated his opposition to the use of federal funds to maintain racial segregation.

When necessary and appropriate, the NAACP will institute legal action to ban discrimination in housing. Meanwhile, the Washington Bureau will continue to seek inclusion of non-discrimination clauses in all housing bills and appropriations. On the state and local levels, the branches will seek enactment of legislation banning discrimination.

To achieve equal opportunity in housing requires also an educational job involving extensive research, investigation into the possibilities in the field of non-discriminatory cooperative housing, publicizing numerous instances of successful integration in housing and refutation with fact and figures of the hoary charge that Negro occupancy means depreciation of property.

III. REGISTRATION AND VOTING

In a democratic society, the ballot is the citizen's ultimate weapon. Without the ballot, a person is at best half a citizen; with it he is armed to achieve equal status. Unfortunately, the vote is not as generally valued in this country as in many other lands. Seldom do as many as 60 per cent of the potential voters turn out for an election. Often the percentage is well below 50 per cent. In areas where Negroes have long been free to vote, they usually have been neither more nor less conscientious about voting than their white neighbors. Negro citizens need the same stimulus to register and go to the polls as does the general population.

The acute problem in registration and voting is found in the South where the Negro has long been disfranchised by the "white primary," the poll tax, and by tricky registration requirements. Legal action by the NAACP has banned the "white primary" which was the most effective disfranchising device. Meanwhile, the number of states requiring payment of the poll tax as a prerequisite for voting has been reduced to five as the result of action by the NAACP and other groups.

Following its victory in the courts, the NAACP organized campaigns throughout the South to expand the Negro vote. As a result of efforts of the NAACP and of others, the Negro vote in that region, which in 1940 was less than 250,000, amounted to 1,250,000 in 1952. With the development of this vote has come also a return of the Negro officeholder in the South, often elected with bi-racial support.

The NAACP already is engaged in a drive to secure 3,000,000 Negro voters in the South by the 1956 presidential election. Field workers will be assigned to the specific task of building up this registration in each state. Lawyers will be available to challenge any denial of the right to register and vote. Press, radio, mass meetings and personal contacts will be used to get the people registered so that they may assert full citizenship. Efforts will be continued to abolish the poll tax, both by congressional action and by action at the state level.

In all this the NAACP will retain its non-partisan position. It will continue, however, to make available to its members and to the public the records of candidates for public office and the party platforms on which they run for office.

IV. EDUCATION

"... the plain purpose and effect of segregated education is to perpetuate an inferior status for Negroes which is America's sorry heritage from slavery," the NAACP said in its brief in the reargument of the public school segregation cases before the U.S. Supreme Court.

The goal of the Fight for Freedom is to rid the country of this "sorry heritage" which blights the lives of little children in 17 states and the District of Columbia. It was to this end that the NAACP Legal Department instituted the now famous Clarendon County, S.C., school case and others which have reached the Supreme Court.

Following the first argument in the Clarendon County case, Federal Judge J. Waties Waring handed down an historic dis-

senting opinion in which he said: "Let the little child's mind be poisoned by prejudice of this kind [racial] and it is practically impossible to ever remove these impressions, however many years he may have of teaching by philosophers, religious leaders or patriotic citizens. If segregation is wrong then the place to stop it is in the first grade and not in graduate colleges."

That "segregation is wrong," Judge Waring held, was the clear implication of the Supreme Court rulings in the University of Oklahoma and University of Texas cases which banned segregation in the graduate and professional schools of these institutions. These cases brought by the NAACP opened the doors of other publicly-supported universities in the South so that by the beginning of 1954 Negro students were totally excluded only from the state universities of Alabama, Florida, Georgia, Mississippi and South Carolina.

We shall encourage more Negro students to take advantage of the openings for graduate and professional training already made, and shall pursue efforts to gain admission to the few remaining state institutions as well as to private and denominational colleges and universities.

We shall take the necessary steps to prevent the threatened wholesale firing of Negro school teachers in the event the Supreme Court rules public school segregation unconstitutional.

Meanwhile, in response to persistent urging by the NAACP's Washington Bureau, National Office and branches, segregation in schools on military posts for the children of service personnel was banned by executive order of the Secretary of Defense. Although the order does not become finally effective until September 1, 1955, the schools on many military establishments in the South already have been integrated.

Elsewhere, campaigns by local branches and state conferences of the NAACP have resulted in enactment of legislation banning or curtailing segregation in public school education. In New Jersey, the state conference played a vital role in secur-

ing a new constitutional provision outlawing school segregation. The Illinois branches and state conference, aided by a state statute and by the Legal Department, have succeeded in negotiating an end to Jim Crow schools in many communities in that state. School segregation in Arizona and New Mexico was curtailed in 1952 as the result of NAACP action.

The area of Jimcrowland has been shrinking steadily under impact of the NAACP's consistent and uncompromising legal, legislative and educational attack upon segregation as a way of life. This attack will be stepped up in order to wipe out the last vestige of segregated education by the time of the 100th anniversary of the Emancipation Proclamation.

V. TRANSPORTATION

Some of the most frustrating and irksome of discriminations are the Jim Crow coach, the back seat in the bus, the dingy offside waiting room in the station. NAACP legal action has secured judicial rulings against Jim Crow in interstate travel. Nevertheless, most Negroes in the South still are compelled to use segregated facilities in traveling.

In an attempt to break the back of Jim Crow travel, the NAACP filed in December of 1953 a comprehensive complaint with the Interstate Commerce Commission against eleven railway companies, a station, and a restaurant located in a station.

Encouraging results have already been obtained through legal action. Concurrently, the Maryland Conference of NAACP branches was successful in securing repeal of the Jim Crow travel act in that state. In Virginia, the NAACP has spearheaded efforts to have the segregation law covering transport repealed. In Knoxville, Tenn., the branch participated in a movement which culminated in action by the City Council opening the dining room at the Municipal Airport to Negro travelers. The Association is supporting an anti-Jim Crow travel law now in Congress.

Air and pullman travel are now largely free of segregation

and other forms of discrimination except at terminals. The railway coaches and the bus lines, even in interstate travel, remain the worst offenders. Segregation in local transit is general throughout the South although the severity of the enforcement varies from city to city.

The resources of the Association, legal, legislative and community, will be mobilized to integrate all travel, intrastate as well as interstate within the decade.

VI. PUBLIC ACCOMMODATIONS

Even in states with civil rights legislation Negroes often are denied accommodations in hotels, restaurants, theatres, bars, movie houses, barber shops and such recreational facilities as skating rinks, bowling alleys, golf courses, tennis courts, parks and playgrounds.

Such discriminations are primarily of local origin and must be met on the local level. The brunt of the fight to gain acceptance of Negro patronage must be borne by the branches. In city after city, NAACP branches have challenged in the courts and in the arena of public opinion denial of service to Negroes merely because of their race and color.

Our branches and state conferences will continue to push for stronger civil rights statutes and better enforcement of existing laws. They will work to secure enactment of such legislation in the states which do not now have them. They will encourage Negroes to seek to use public accommodations on the same conditions as other citizens. The local NAACP units will provide legal assistance whenever such services or accommodations are denied solely because of race.

In addition to legal and legislative action, the branches will conduct campaigns of public education to surmount present barriers and, on occasion, will picket offending places of business.

Color discrimination in places of public accommodation is widespread and has at times been a source of great embarrass-

ment to our State Department when some distinguished dark-skinned foreigner is humiliated and turned away from a restaurant or theatre because of his color.

This condition can and will be remedied. In their attack upon such discrimination, the branches and state conferences have the full support of the National Office, including the Legal Department. This Department currently is engaged in research and preparation of cases attacking exclusion of Negroes from places of public accommodation in states without civil rights laws.

VII. HOSPITALS AND HEALTH SERVICES

Despite a spectacular rise in Negro health and a corresponding decline in the mortality rate, Negroes still are more commonly sick and die faster than white people. The many economic and social factors contributing to this condition include low income, poor housing, inadequate education and Jim Crow practices.

Health services available to Negroes are below par throughout the country. The color bar in hospitals prevails in the North as well as in the South. It is a bar against Negroes both as patients and as physicians, surgeons or nurses. Negroes have been condemned to die on the steps of hospitals which refused to admit them solely because of their race. Other hospitals admit Negro patients to Jim Crow wards or impose upon them the heavy financial obligation of single rooms.

Constant work by the NAACP Washington Bureau has resulted in a breakdown of segregation in the hospitals the government maintains for veterans. Pressure by local branches has eliminated segregation in some publicly owned hospitals in the North. Personnel shortages as well as agitation by NAACP branches have opened many hospitals to Negro professional men and women.

Most of the hospitals and health services are private volun-

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tary institutions and associations. Research is required to determine to what extent discrimination by them can be attacked by legal action or legislative measures. Meanwhile, an educational program must be consistently pursued to demonstrate that no man's health is safe as long as anyone's is neglected. Germs and viruses scorn the color line.

The NAACP will never cease to work for greater health facilities for all the people. Wherever possible it will use its strength to break down racial barriers in this important field. It will seek new opportunities for training and will encourage young Negro men and women to seek careers in the medical field in order to improve the health of the people. The Association supports the concept of a national health service for all the people.

VIII. THE FILIBUSTER

Senate Rule 22 is the biggest single stumbling block in the way of Negro progress. This rule permits anti-Negro senators to talk to death any civil rights measure before that body. It has been used to prevent enactment of an FEPC law, anti-lynching, anti-poll tax and anti-Jim Crow travel measures.

The filibuster, made possible by Rule 22, has enabled a minority in the Senate to defy the will of the majority. Until this rule is changed there is little hope of securing congressional enactment of civil rights measures. Because of this rule, Congress lags far behind the executive and judicial branches of the government in protecting the constitutional rights of citizens.

The NAACP has led the long and continuing fight against the filibuster. Other organizations, notably the United Automobile Workers, CIO, have made helpful and substantial contributions to this fight. Revision of this anti-democratic rule is a *must* in the NAACP program. Our branches everywhere have the responsibility to urge their senators to vote for a change of Rule 22 in order to curb filibusters.

IX. VOLUNTARY ASSOCIATIONS

Many of the evil results of race prejudice can be attacked in the courts or legislated against. But there remains a vast area in which race discrimination is free of such restraints. Often the public interest is involved and always our concepts of democracy and brotherhood are challenged and subverted by racial discrimination in any field.

The churches cannot be called to account in the courts for their rejection of the Christian doctrine of universal brotherhood. Nor can legislation be imposed upon them. The many other voluntary organizations—save those which exercise control over employment—are likewise free of public control.

Discrimination in this great area must be challenged by other methods than court action or legislation. Education is the primary means by which such discrimination can be fought. Education, and an appeal to the conscience, must be strongly used. Repeatedly the church has expressed contrition because of its failure to meet the issue of race in accordance with Christian doctrine. This failure is often deplored at church conventions, but little has been done in the individual churches to rectify the all but universal separation of the races in worship.

The NAACP, through its Church Division and its branches, will continue to confront the churches with this moral contradiction and to urge the practice as well as the preaching of Christianity. The Association will provide educational materials to other voluntary organizations in efforts to get them to abandon discriminatory practices.

A few churches and certain professional associations already have let down the color bars and admitted Negroes. Even in certain southern states, the American Medical Association and the American Nurses Association have opened their doors to Negro men and women.

**March on Washington
for Jobs and Freedom**

Called by:

James Farmer
Martin Luther King
John Lewis
A. Philip Randolph
Roy Wilkins
Whitney Young

Administrative Committee:

Cleveland Robinson
Chairman
Courtland Cox
Ann Arnold Hedgeman
Rev. Thomas Kilgore, Jr.
Rev. George Lawrence
James McCain
Gloster Current
Guichard Parris

March on Washington for Jobs and Freedom
170 West 130th Street, New York 27, N. Y.

FI 2-1900

A. Philip Randolph, Director
Bayard Rustin, Deputy Director
Southern Administrators
Dr. Aaron Henry Atty. Floyd McKissick
Worth Long Rev. Wyatt Walker

**March on Washington
for Jobs and Freedom**
170 WEST 130th STREET
NEW YORK 27, NEW YORK

the time is NOW

for all Americans
Black and White
to join the March
on Washington
for Jobs and
Freedom

A call to action by

JAMES FARMER
MARTIN LUTHER KING
JOHN LEWIS
A. PHILIP RANDOLPH
ROY WILKINS
WHITNEY YOUNG

Wednesday, August 28, 1963

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N.A.A.C.P.

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New York 18, N. Y.

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I wish to support the Fight for Freedom by contributing \$.....

for which I am enclosing check or money order; or

By taking out a membership at \$..... as enclosed.

Name.....

Address.....

City, Zone and State.....

America faces a crisis... MILLIONS of citizens are unemployed... MILLIONS are denied freedom...

The twin evils of discrimination and economic deprivation plague the nation. They rob all people, Negro and white, of dignity, self-respect and freedom. They impose a special burden upon the Negro who is denied the right to vote, refused access to public accommodations, forced to accept inferior education and relegated to sub-standard ghetto housing.

One hundred years after the Emancipation Proclamation, the American Negro still bears the brunt of economic exploitation, the indignity of second-class citizenship, and ignominy of slave wages.

The rate of Negro unemployment is almost three times higher than that of white workers, breeding misery, frustration and degradation in every community — North and South.

Discrimination in education and in apprenticeship training renders Negroes, Puerto Ricans and other minorities helpless in our mechanized, industrial society. Shunted to relief, to charity, or to living by their wits, the jobless are driven to despair, to crime, to hatred and to violence.

Yet, despite this crisis...

Southern Democrats and reactionary Republicans in Congress are still working to defeat any effective civil rights legislation. They fight against the rights of all workers and minority groups. They are the sworn enemies of freedom and justice. They proclaim states rights in order to destroy human rights.

The Southern Democrats came to power by disenfranchising the Negro people. They know that as long as black workers are voteless, exploited, depressed and underpaid the fight of white workers for decent wages and working conditions will fail. They know that semi-slavery for one means semi-slavery for all.

We oppose these forces. We appeal for unity to destroy this century-long hoax.

WE CALL UPON ALL AMERICANS, REGARDLESS OF RACE OR CREED, TO JOIN THE MARCH ON WASHINGTON for freedom

◆ To demand that Congress pass a civil rights bill that will restore the constitutional rights now denied the Negro people.

◆ To assure neither watering down, nor compromise, nor filibuster against civil rights legislation by either political party.

◆ To offer a great witness to the basic moral principle of human equality and brotherhood.

WE CALL UPON ALL AMERICANS, REGARDLESS OF RACE OR CREED, TO JOIN THE MARCH ON WASHINGTON for jobs

◆ In their historic non-violent revolt for freedom, the Negro people are demanding the right to decent jobs — recognizing that their struggle is inextricably linked with the struggle for decent jobs for all Americans.

◆ They know that, in the long run, there is no way for Negroes to win and hold jobs unless the problems of automation, a stagnant economy, and discrimination are solved; therefore, the Federal government must establish a massive works program to train and employ all Americans at decent wages and at meaningful and dignified labor.

We call upon you and upon all organizations — churches, fraternal societies, labor unions, civil groups, youth groups and professional associations — to accelerate the dynamic, non-violent thrust of the civil rights revolution by joining

The March on Washington for Jobs and Freedom

TO RESTORE ECONOMIC FREEDOM
TO ALL IN THIS NATION
TO BLOT OUT ONCE AND FOR ALL
THE SCOURGE OF RACIAL DISCRIMINATION

the time is NOW

MARCH ON WASHINGTON FOR JOBS AND FREEDOM

August 28, 1963

Organizing Manual No. 1

This manual is designed to give you information you will need regarding the March for Jobs and Freedom, and to help you prepare for this event.

The time to organize your delegation for the March is NOW.

The time is short—start as soon as you have received and read this manual.

A Second Edition of the manual will appear before August 28 and will provide final and detailed information as it becomes available.

National Office
March on Washington for Jobs
and Freedom
170 West 130th Street
New York 27, New York

TEL. FI - 81900

Who is sponsoring the March to Washington for Jobs and Freedom?

The official call for the March was issued on July 12 by the following national leaders:

James Farmer, National Director of the Congress of Racial Equality
Rev. Martin Luther King, President of the Southern Christian Leadership Conference

John Lewis, Chairman of the Student Non-violent Coordinating Committee

A. Philip Randolph, President of the Negro American Labor Council
Roy Wilkins, Executive Secretary of the National Association for the Advancement of Colored People

Whitney Young, Executive Director of the Urban League

Labor and religious organizations are being asked to join with the above in sponsoring the March. A full list will be issued in due course.

What is the purpose of the March?

The purpose of the March is, by a massive, peaceful, and democratic demonstration in the nation's capital, to provide evidence of the need for the Federal Government to take effective and immediate action to deal with the national crisis of civil rights and jobs that all of us, Negro and white, are facing.

What are the demands of the March?

I. The Civil Rights demands include:

Passage by the Congress of effective and meaningful civil rights legislation in the present session, without filibuster.

Immediate desegregation of the nation's schools.

An end to police brutality directed against citizens using their constitutional right of peaceful demonstration.

II The Job demands include:

A massive Federal Public Works Program to provide jobs for all the unemployed, and Federal legislation to promote an expanding economy.

A Federal Fair Employment Practices Act to bar job discrimination by Federal, State, and Municipal governments, and by private employers, contractors, employment agencies and trade unions.

Broadening of the Federal Fair Labor Standards Act to include the uncovered areas of employment where Negroes and other minorities work at slave wages; and the establishment of a national minimum wage of not less than \$2.00 per hour.

Who is invited to participate in the March?

Politically the March is non-partisan; that is, neither funds nor organized participation will be accepted from political parties. We expressly reject the aid or participation of totalitarian or subversive groups of all persuasions. Organizational participation is invited from only the established civil rights organizations, from major religious and fraternal groups, and from labor unions. Such groups are invited to form committees, to sponsor the March, and to send delegations to Washington in their own names.

Other groups are invited to publicize the March, to raise funds for it, and to send groups to Washington under the banner of the March on Washington itself. These would include, for example, student and youth organizations, settlement houses, committees and other organizations of the unemployed, professional organizations (doctors, teachers, etc.), and Greek Letter organizations.

What literature is available for publicizing the March?

The National Office of the March will provide you, free of charge, with as many copies as you need of the following:

- | | |
|----------------|--|
| THE MARCH CALL | This folder, entitled "The Time is Now", gives detailed information on the aims and sponsorship of the March. |
| LEAFLET | One-page flyer entitled "To All Americans: Join the March for Jobs and Freedom", designed for mass distribution. |

Additional copies of this organizing manual are also available. Other material will be put out by the March Office and sent to you as it appears.

What are the immediate tasks of participating organizations and groups?

1. PUBLICIZE THE MARCH

our time is short! Our first and most urgent task is to make the March known. Get to the press, to church services, to union meetings; take our literature into the streets, distribute it outside movie houses, at the ball game. Make the March known.

2. ORGANIZE TRANSPORTATION

our time is short! We have to get thousands of people to Washington on short notice. Set up your transportation committee at once and have a hardworking and reliable person head it up. Investigate carefully the possibility of bringing your group by train--it is a little more expensive, but special rates are available,

and the more who come by rail, the less congestion there will be on the roads. If you come by bus make sure that you have a written contract issued in advance and that the bus company has a group insurance policy in effect that covers all members of the group.

coordinate your activities with other groups in your area. It will in some cases save time if several groups can make joint transportation arrangements. The National Office will not make transportation arrangements for local groups. Notify the National Office by mail of the progress of your work in organizing your March groups.

3. ORGANIZE THE UNEMPLOYED FOR THE MARCH

it will serve no purpose to hold a March for Jobs and Freedom if unemployed people are not able to come and add their voices and presence to the demonstration. Organizations must make it a main task to get the news of the March to the unemployed and to encourage the unemployed where possible to establish their own March Committees.

organizations may further guarantee the presence in Washington of the unemployed by (a) assigning a given number of seats in buses and trains to the unemployed, and (b) raising funds to pay for these assigned seats. Make it your goal to send

one unemployed person to Washington for every three who can pay their way. We hope that not a bus will go, nor train start, that does not have its quota of the unemployed.

if there are no unemployed in your area, raise funds for the transportation of unemployed persons elsewhere, and transmit the money to the National Office (see under National Office below).

4. HAVE THE COMMUNITY RECOGNIZE AND SET ASIDE THE DAY

Ask the Governor of your State, and the City Fathers to proclaim August 28 as FREEDOM DAY. Ask ministers and rabbis to offer special prayers August 24-25 for the success of the March. Approach employers with the request that they close their plants on August 28 and grant workers paid vacation on that day in honor of the Centennial of the Emancipation Proclamation and the Civil Rights movement.

How should funds be sent to the National Office of the March?

While your fundamental task is mobilizing people to Washington, bear in mind that the National Office has to meet heavy expenses in preparation for the March. Any funds that may be sent by local organizations for this purpose will be welcome. In addition you are asked to solicit, where possible, special contributions to defray the expenses of unemployed persons, which funds we will administer at our discretion in accordance with need. Make your checks payable to MARCH ON WASHINGTON.

We ask you also to sell a March Button that will help publicize the March, and to transmit the proceeds to us. The button is 2½" in diameter, emblem is a black and white handclasp, and the title, March on Washington for Jobs and Freedom, August 28. Price of each button is 25 cents. Order from the National Office. Send checks, not cash. Shipping costs will be borne by the Office.

How will the March be organized in Washington?

All persons coming to Washington, whether by bus, train or plane, who are being sent by organizations, must be under the leadership of captains appointed locally before departure. (Private cars create confusion and traffic problems, their use is discouraged.) Captains will be responsible for the group en route and in moving around Washington. Further details on the role and functions of the March leadership at this level will be forthcoming in the next manual.

The March will provide its own police to maintain order and internal security among the marchers in Washington. These marshals are specially trained and will be in constant contact with captains and marchers. The Washington police and the U. S. Government have promised full cooperation in controlling traffic, maintaining order, providing comfort and first-aid stations for the marchers.

Marchers from the 50 States and the District of Columbia will be assigned specific assembly points where they are to gather on arrival in Washington. Further information about these assembly points will be provided in due course. All persons are expected to report at the assembly points not later than 10:00 A.M. on August 28th.

Meetings will be held at the Assembly points--in most cases they will be churches--for two purposes: To meet with Congressmen and Senators, who will be invited to meet with the delegations at the Assembly

points and to report their positions on pending legislation and to answer questions from their constituents. 2) To select representatives who will proceed to Capitol Hill seeing those legislators who did not respond to our invitation to meet with their constituents. These representatives will be accompanied by representatives of the six civil rights organizations sponsoring the March.

A massive demonstration will be held at the White House. A statement will be issued making clear to the President, the Congress, and the Nation our view that the job problem for Negro citizens cannot be solved unless the problems of all the unemployed are tackled. The delegation will call for the immediate inauguration of a Federal Public Works Program adequate to cope with the deepening economic crisis.

Later the Marchers will assemble for a parade down Pennsylvania Avenue. The parade will dramatize our demands for Jobs and Civil Rights and will commemorate Medgar Evers of the NAACP, William Moore of CORE, Herbert Lee of SNCC, and the thousands of nameless heroes of the freedom movement who have given their lives in the struggle for full equality. The procession shall sing "We Shall Overcome" to the accompaniment of bands and choirs for the entire line of march.

All placards to be used on the March will be provided by the National Office.

No other slogans will be permitted.

In the afternoon there will be a mass meeting at the Lincoln Memorial to commemorate the 100th anniversary of the Emancipation Proclamation and to voice our needs and demands.

What arrangements are there for staying in Washington and for refreshments?

THIS IS A ONE-DAY DEMONSTRATION.

The size and scope of this March make it imperative that all participants come in and go out on the same day--August 28th. All organizations

are urged to see to it that participants come provided with box lunches and suppers, and especially that groups furnish themselves with ample water. You are strongly advised not to bring children under 14; children over 14 should be accompanied by a parent or guardian.

In the event of a filibuster before August 28th, March machinery will be used to send daily waves of approximately 1000 people to Washington for the duration of the filibuster. If the filibuster has not begun by August 28th, March participants will be asked to return to Washington at the time of the filibuster in waves of 2000.

enclosures: 1 Call

1 Leaflet

O R D E R - B L A N K

PLEASE SEND _____ Calls "The Time is Now"
No.

_____ Leaflets "To all Americans...."
No.

_____ Buttons at 25 cents (CHECK FOR FULL
No. PURCHASE PRICE MUST BE INCLUDED)

NAME _____

ADDRESS _____

ORGANIZATION _____

TELEPHONE _____

National Office
March on Washington for Jobs and Freedom
170 West 130th Street
New York 27, New York

ORGANIZING
MANUAL NO. **2**

Final Plans for the

MARCH ON WASHINGTON FOR JOBS AND FREEDOM

AUGUST 28, 1963

This is the SECOND and LAST Organizing Manual of
the MARCH ON WASHINGTON FOR JOBS AND
FREEDOM

READ IT CAREFULLY. There have been changes in
arrangements since the publication of Organizing
Manual No. 1.

1. There will be NO separate state locations. All
buses will proceed directly to the Washington
Monument.
2. The NEW routes of March are Independence
and Constitution Avenues.
(Read further for full details)

Distribute this manual today. Time is short. If you need additional
copies, let us know TODAY!

MARCH ON WASHINGTON FOR JOBS AND FREEDOM
170 West 130th Street • New York, N.Y. 10027 • FI 8-1900

Cleveland Robinson
Chairman, Administrative Committee

Bayard Rustin
Executive Director

CONTENTS

- 3 Who is sponsoring the March
- 3 Why We March
- 4 Our Demands
- 5 How Our Demands Will be Presented in Congress
- 6 Who Will March
- 6 What are Our Immediate Tasks?
- 7 How Do I Get to Washington?
- 9 The Schedule in Washington
- 9 How Do We Leave Washington?
- 10 Signs and Banners
- 10 Food, Health and Sanitation Facilities
- 10 Children and Overnight Accommodation
- 11 Captains
- 11 Marshals
- 12 Transportation Report Form

ORDER BLANK

PLEASE SEND Calls, "The Time Is Now"
(no.)

..... Leaflets, "An Appeal To You"
(no.)

..... Buttons at 25c each
(no.) (Check for full purchase price must be included)

..... Organizing Manual #2
(no.) (Order Immediately!)

NAME:

ADDRESS:

ORGANIZATION:

TELEPHONE:

National Office
MARCH ON WASHINGTON FOR JOBS AND FREEDOM
 170 West 130th Street
 New York, New York, 10027
 Fillmore 8-1900

WHO IS SPONSORING THE MARCH?

The Ten Chairmen of the March on Washington for Jobs and Freedom are:
 Mathew Ahmann, Executive Director of the National Catholic Conference for Interracial Justice

Reverend Eugene Carson Blake, Vice-Chairman of the Commission on Race Relations of the National Council of Churches of Christ in America

James Farmer, National Director of the Congress of Racial Equality

Reverend Martin Luther King, Jr., President of the Southern Christian Leadership Conference

John Lewis, Chairman of the Student Nonviolent Coordinating Committee

Rabbi Joachim Prinz, Chairman of the American Jewish Congress

A. Philip Randolph, President of the Negro American Labor Council

Walter Reuther, President of the United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO, and Chairman, Industrial Union Department, AFL-CIO

Roy Wilkins, Executive Secretary of the National Association for the Advancement of Colored People

Whitney Young, Executive Director of the National Urban League

In addition, the March has been endorsed by major religious, fraternal, labor and civil rights organizations. A full list, too long to include here, will be published.

WHY WE MARCH

We march to redress old grievances and to help resolve an American crisis.

That crisis is born of the twin evils of racism and economic deprivation. They rob all people, Negro and white, of dignity, self-respect, and freedom. They impose a special burden on the Negro, who is denied the right to vote, economically exploited, refused access to public accommodations, subjected to inferior education, and relegated to substandard ghetto housing.

Discrimination in education and apprenticeship training renders Negroes, Puerto Ricans, Mexicans, and other minorities helpless in our mechanized, industrial society. Lacking specialized training, they are the first victims of automation. Thus the rate of Negro unemployment is nearly three times that of whites.

Their livelihoods destroyed, the Negro unemployed are thrown into the streets, driven to despair, to hatred, to crime, to violence. All America is robbed of their potential contribution.

Despite this crisis, reactionary Republicans and Southern Democrats in Congress are still working to defeat effective civil rights legislation. They fight against the rights of all workers and minority groups. They are sworn enemies of freedom and justice. They proclaim states rights in order to destroy human rights.

The Southern Democrats came to power by disfranchising the Negro. They know that as long as black workers are voteless, exploited, and underpaid, the fight of the white workers for decent wages and working conditions will fail. They know that semi-slavery for one means semi-slavery for all.

We march to demonstrate, massively and dramatically, our unalterable opposition to these forces—and to their century-long robbery of the American people. Our bodies, numbering over 100,000, will bear witness—will serve historic notice—that Jobs and Freedom are needed NOW.

WHAT WE DEMAND *

1. Comprehensive and effective civil rights legislation from the present Congress—without compromise or filibuster—to guarantee all Americans access to all public accommodations
decent housing
adequate and integrated education
the right to vote
2. Withholding of Federal funds from all programs in which discrimination exists.
3. Desegregation of all school districts in 1963.
4. Enforcement of the Fourteenth Amendment—reducing Congressional representation of states where citizens are disfranchised.
5. A new Executive Order banning discrimination in all housing supported by federal funds.
6. Authority for the Attorney General to institute injunctive suits when any constitutional right is violated.
7. A massive federal program to train and place all unemployed workers—Negro and white—on meaningful and dignified jobs at decent wages.
8. A national minimum wage act that will give all Americans a decent standard of living. (Government surveys show that anything less than \$2.00 an hour fails to do this.)
9. A broadened Fair Labor Standards Act to include all areas of employment which are presently excluded.
10. A federal Fair Employment Practices Act barring discrimination by federal, state, and municipal governments, and by employers, contractors, employment agencies, and trade unions.

*Support of the March does not necessarily indicate endorsement of every demand listed. Some organizations have not had an opportunity to take an official position on all of the demands advocated here.

HOW OUR DEMANDS WILL BE PRESENTED TO CONGRESS

The March on Washington projects a new concept of lobbying.

For more than a century we have written to Congressmen and visited Presidents. For more than a century our leaders have walked in the legislative halls bearing petitions and appeals. For more than a century our experts have drafted and proposed far-sighted remedies for the diseases that beset our society.

Progress, if any, has been slow.

On August 28, our leaders will once again lay our demands before the powers of government. That morning, they will meet with the President and the leaders of both political parties. But in keeping with this new—and more profound—concept of lobbying, our 100,000 marchers will not go to Capitol Hill, nor to the White House.

Instead, we have invited every single Congressman and Senator to come to us—to hear our demands for jobs and freedom, NOW.

Reserved seats will await them at the Lincoln Memorial and we shall make public the names of those who attend.

The more than 100,000 Americans of all races and colors will serve historic notice to Congress and the entire nation that a profound change has taken place in the rapidly growing civil rights revolution.

Our demonstration—the largest and most significant in the history of Washington—will bear eloquent witness that we do not come to beg or plead for rights denied for centuries. Our massive March from the Washington Monument to Lincoln Memorial, our enormous rally at the Memorial, will speak out to Congress and the nation with a single voice—for jobs and freedom, NOW.

- For these reasons, there will be no separate state locations in Washington. All marchers will, instead, proceed directly on arrival to the Washington Monument.
- Do not seek appointments with your Senators and Representatives on Capitol Hill. This will make it more difficult for Congressmen to be present at the Lincoln Memorial programs.
- All buses must proceed directly to the Washington Monument without detour.
- Participating groups should not schedule separate meetings that day.

WHO WILL MARCH?

- All Americans of good will who will subscribe to the aims and purposes of the March.
- All Americans who demand an end to the twin evils of racism and economic degradation.

Politically the March is non-partisan. Neither funds nor sponsorship will be accepted from political parties. And we expressly reject the aid or participation of totalitarian or subversive groups of all persuasions.

Organizational sponsorship is invited only from the established Civil Rights organizations, from major religious and fraternal groups, and from labor unions. Such groups are invited to form committees, to sponsor the March, and to send delegations to Washington in their own names.

Other groups are invited to publicize the March, to raise funds for it, and to send groups to Washington under the banner of the March on Washington itself. These would include, for example, student and youth organizations, settlement houses, committees and other organizations of the unemployed, professional organizations (doctors, teachers, etc.), and Greek Letter organizations.

WHAT ARE OUR IMMEDIATE TASKS?

1. Publicizing the March:

Our time is short. MAKE THE MARCH KNOWN. Get to the press, to church services, to union meetings. Take our literature into the streets. Distribute it everywhere. The National Office will provide you, free of charge, with a supply of the following literature:

THE MARCH CALL, entitled "The Time Is Now," gives detailed information on the aims and sponsorship of the March.

LEAFLET, entitled "An Appeal To You," is intended for mass distribution. Groups are invited to help us economize by duplicating this item at their own expense.

ORGANIZING MANUAL #2: If you need more copies of this manual order today.

Keep your local press informed of your activities. Make your press releases short and concrete. Include names, addresses and titles of Committee members. Letters to the editor are also effective.

2. Organize Transportation

Set up your transportation committees at once. Appoint a hardworking person as its chairman, to whom bus captains are responsible. Fill your buses, trains or planes NOW—and let us know how many you have.

3. Organize the Unemployed for the March

It will serve no purpose to hold a March for Jobs and Freedom if unemployed people are not able to come and add their voices and

presence at the demonstration. Organizations must make it a main task to get the news of the March to the unemployed and to encourage the unemployed, where possible, to establish their own March Committees. Guarantee the presence of the unemployed in Washington by

- (a) assigning a given number of seats in buses and trains to the unemployed, and
- (b) raising funds to pay for these assigned seats.

Make it your goal to send one unemployed person to Washington for every three who can pay their own way. We hope that not a bus will go, nor a train start, that does not have its quota of the unemployed.

4. Call for Jobs and Freedom Day Proclamations

Ask your Governor and City Officials to proclaim August 28th as JOBS AND FREEDOM DAY. Ask ministers and rabbis to offer special prayers August 24-25 for the success of the March. Ask employers to enable workers to come to Washington, without loss of pay.

5. Raise Funds

While your primary task is getting people to Washington, the National Office needs funds. We have a waiting list of unemployed workers who need our help in getting to Washington. Thousands of Southern Freedom Fighters want to join us, but lack funds. Make checks payable to MARCH ON WASHINGTON.

6. Sell Buttons

This is the easiest way to raise funds. The button is 2 1/4" in diameter; it shows a black and white handclasp and the title: MARCH ON WASHINGTON FOR JOBS AND FREEDOM. Buttons sell for one price only: 25c apiece. Every Marcher should wear a button in Washington. Every Marcher should sell them. Order from us today. Send checks. We will pay shipping costs.

IMPORTANT: If you have buttons on consignment, send in your money now! The need for funds is urgent.

HOW DO I GET TO WASHINGTON?

The National Committee does not have facilities for chartering transportation. Each group must charter its own bus, train or plane. We are prepared, however, to assist and advise you. If you have difficulty securing satisfactory transportation, call the Transportation Department at our office, FI 8-1900. Meanwhile, here's how to proceed:

BY BUS:

Secure a bus through a local bus company, charter service, or travel agent. Read your contract carefully and bear these points in mind:

1. Your bus must be licensed by the Interstate Commerce Commission. All buses thus licensed are required to carry insurance.
2. Charter prices should be less than half the normally scheduled fares. Do not pay extra for parking facilities since these have already been secured by the national office.
3. Your destination is the Washington Monument. As you approach it your bus will be intercepted and led to its assigned parking site. These sites have been arranged by the Washington Police in co-operation with our office. There is no need to ask about these sites in advance.

BY TRAIN:

Contact your local railroad to charter coaches or an entire train. Trains are especially recommended for large groups because they offer a means of keeping up to a thousand people together with better internal communication. They also have more extensive comfort facilities than buses. Try to combine with other groups in your area and charter a train. Perhaps our office can help.

Here again, read your contract carefully. Your destination is Union Station in Washington. From there buses will take you to the Washington Monument. Bus fares in Washington will be collected on a per capita basis.

BY PLANE:

Contact an airline company that will charter flights to Washington. Planes are especially advantageous for those coming long distances, and group charter plans reduce rates considerably.

Be sure all passengers know what time to arrive at the airport. Your charter agent will inform you of your destination. This office will provide transportation to and from Washington National Airport only. You must make arrangements with your charter agent if you are arriving at any other airport.

BY CAR:

Heretofore, we have discouraged travel to Washington by car. However, because some groups have reported difficulty in securing other means of transportation, many marchers may arrive by car.

They are urged to make signs reading **MARCH ON WASHINGTON** and place these on their cars. Cars thus identified will be intercepted by Washington Police and directed to special parking areas. These areas are:

CARTER BARRON, N.W. (Vicinity of 17th Street and Colorado Avenue)
SOLDIERS' HOME, N.E. (Vicinity of Kenyon Street and North Capitol)
COLUMBIA ISLAND, S.W. (Vicinity of Columbia Island and Mt. Vernon Memorial Parkway)

SOUTH CAPITAL STREET (Vicinity of D.C. Tree Nursery)

Start organizing car pools today. Let us know if you have room for extra passengers. We want the maximum number of passengers in the minimum number of vehicles.

LET OUR OFFICE KNOW how you are going to Washington, and how many are in your group. Use the form at the end of this manual. We must know the names of your captains.

THE SCHEDULE IN WASHINGTON

BY 10:00 A.M.: All participants should arrive at the Washington Monument. We will have offices set up there from which signs will be distributed. While Marchers are assembling on the Washington Monument grounds, there will be a special program.

AT 12 NOON: The March will begin down Independence Avenue and Constitution Avenue, to the Lincoln Memorial. The March will be a solemn and dignified tribute to Medgar Evers of the NAACP, William Moore of CORE, Herbert Lee of SNCC and the thousands of nameless heroes who have given their lives in the struggle for full equality. Along the line of march 100,000 voices, accompanied by bands and chairs, will sing "WE SHALL OVERCOME." Please wear your **MARCH ON WASHINGTON** buttons (see page 7). No other means of identification will be furnished to marchers.

AT 2 P.M.: The main program will begin at the Lincoln Memorial. A report on the meetings with the President and Congressional leaders will be submitted. Brief addresses will be made by the leaders of the movement highlighting our demands. America's foremost actors and actresses will appear in a moving, dramatic presentation based on the struggle for true equality.

HOW DO WE LEAVE WASHINGTON?

At the conclusion of the Lincoln Memorial program, Marchers will return directly to where their buses were parked, and depart from the city.

Those who came by train will proceed to Constitution Avenue between 14th and 15th streets. There, buses marked "UNION STATION EXPRESS" will be waiting to shuttle them back to Union Station in time to catch their trains.

Those who came by plane and have not made their own shuttle arrangement should be in touch with the National office.

Those who came by car may proceed directly to the special parking areas to which their cars were assigned.

Bus, train, and plane captains must make sure that no one in their charge has been left behind. Careful passenger counts must be made at all points of discharge and reboarding.

But every Marcher must be his own captain. Don't lose touch with your captain. And don't forget where your bus is parked.

SIGNS AND BANNERS

Two kinds of signs will be carried in the March:
1. Signs of Identification: These signs may be made and carried only by groups that fall into one of the following categories:

- a) religious groups
- b) labor unions and bodies
- c) fraternal organizations
- d) sponsoring civil rights organizations and their affiliates.

Groups in these four categories may put signs or streamers of identification on their buses as well. All other groups may identify their bus only with signs or streamers reading MARCH ON WASHINGTON FOR JOBS AND FREEDOM, AUGUST 28, 1963.

2. Slogans: All slogans carried in this March will be designed exclusively by the National Committee and will be distributed at the Washington Monument.

FOOD, HEALTH, AND SANITATION FACILITIES

FOOD: We urge all marchers to take 2 box lunches—one for midday, one for supper. These box lunches should be kept simple and balanced. Exclude perishable or spoilable foods—no mayonnaise or salads, for example. We suggest:

- peanut butter and jelly sandwiches
- an apple or other fruit
- a brownie or plain cake
- a soft drink.

HEALTH AND SANITATION: Several government agencies, Church World Service, and local churches have cooperated with the National Committee to provide for your health and comfort. First-aid units and mobile toilets will be available. Cots, blankets, and other rest facilities will be provided. Ample drinking water will be accessible at many points.

A word of advice. You can help relieve pressure on these facilities by taking good care of yourself:

1. Get a good night's sleep the night before.
2. Take advantage of rest facilities en route to Washington.
3. Be kind to your stomach—don't eat or drink the wrong foods in the wrong quantities.

CHILDREN AND OVERNIGHT ACCOMMODATIONS

This is a one day demonstration
The size and scope of this March make it imperative that all participants come in and go out on the same day—August 28th.
You are strongly advised not to bring children under 14; children over 14 should be accompanied by a parent or guardian.
Should an emergency or unusual circumstance require your remaining overnight, call the Washington Urban League at REpublic 7-0367.

CAPTAINS

Every bus, train, and plane must have a captain. Here are the duties of a captain:

1. He must have an accurate list of the passengers under his charge—including their names and addresses. He must check this list at every discharge and boarding point.
2. He must be sure that each member of his group knows when the bus (train or plane) leaves.
3. En route to Washington, he must read to his passengers the March schedule and regulations presented in this manual.
4. He must make sure that there are first aid supplies on his bus, and pay special attention to this manual's instructions on food and health.
5. Before permitting passengers to leave the bus in Washington, the captain must give each passenger an index card. On this card each passenger should write the parking location and license plate number of the bus, as dictated by the captain.
6. In general, captains are responsible for the welfare and discipline of their groups—on the road and in Washington. Every captain should have this number to call in case of emergency in Washington: REpublic 7-0367.

All local groups must gather their captains together in advance for briefings. Make sure that every captain has read this manual thoroughly and can explain its contents to others. If you have any questions, call or write our office.

MARSHALS

We have our own system of internal marshaling. Some 2,000 trained men stand ready to assist you in maintaining order and comfort during the March.

These marshals will be conspicuously identified. An elaborate communications network will enable them to be in contact with each other and with the Washington police.

Should problems of order or discipline arise, bus captains should call upon a marshal.

MARCH ON WASHINGTON FOR JOBS AND FREEDOM

August 28, 1963

Organizing Manual No. 1

This manual is designed to give you information you will need regarding the March for Jobs and Freedom, and to help you prepare for this event.

The time to organize your delegation for the March is NOW. The time is short - start as soon as you have received and read this manual.

A Second Edition of the manual will appear before August 28 and will provide final and detailed information as it becomes available.

National Office

***March on Washington
for Jobs and Freedom***

170 WEST 130th STREET
NEW YORK 27, NEW YORK
Filmore 8-1900

Cleveland Robinson
Chairman, Administrative Committee

Bayard Rustin
Deputy Director

TRANSPORTATION REPORT FORM

(Return this form as soon as you have the necessary information)

ORGANIZATION

ADDRESS

CITY..... ZONE..... STATE.....

NUMBER OF	TRAINS.	APPROXIMATE	TRAIN.
:	BUSES.	NUMBER OF	BUS.
:	PLANES.	PASSENGERS PER	PLANE.
:	CARS.		CAR.

TIME OF DEPARTURE

PLACE OF DEPARTURE
(exact street)

We must have names, addresses and phone numbers of your Bus Captains:

NAME _____ **ADDRESS** _____ **PHONE NO. (Area Code)** _____

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(If necessary attach additional sheet)

Report Submitted by:

Address

Who is sponsoring the March to Washington for Jobs and Freedom?

The official call for the March was issued on July 12 by the following national leaders:

James Farmer, National Director of the Congress of Racial Equality

Rev. Martin Luther King, President of the Southern Christian Leadership Conference

John Lewis, Chairman of the Student Non-violent Coordinating Committee

A. Phillip Randolph, President of the Negro American Labor Council

Roy Wilkins, Executive Secretary of the National Association for the Advancement of Colored People

Whitney Young, Executive Director of the Urban League

Labor and religious organizations are being asked to join with the above in sponsoring the March. A full list will be issued in due course.

What is the purpose of the March?

The purpose of the March is, by a massive, peaceful, and democratic demonstration in the nation's capital, to provide evidence of the need for the Federal Government to take effective and immediate action to deal with the national crisis of civil rights and jobs that all of us, Negro and white, are facing.

What are the demands of the March?

I The Civil Rights demands include:

Passage by the Congress of effective and meaningful civil rights legislation in the present session, without filibuster.

Immediate desegregation of the nation's schools.

An end to police brutality directed against citizens using their constitutional right of peaceful demonstration.

II The Job demands include:

A massive Federal Public Works Program to provide jobs for all the unemployed, and Federal legislation to promote an expanding economy.

A Federal Fair Employment Practices Act to bar job discrimination by Federal, State, and Municipal governments, and by private employers, contractors, employment agencies and trade unions.

Broadening of the Federal Fair Labor Standards Act to include the uncovered areas of employment where Negroes and other minorities work at slave wages; and the establishment of a national minimum wage of not less than \$2.00 per hour.

Who is invited to participate in the March?

Politically the March is non-partisan; that is, neither funds nor organized participation will be accepted from political parties. We expressly reject the aid or participation of totalitarian or subversive groups of all persuasions. Organizational participation is invited from only the established civil rights organizations, from major religious and fraternal groups, and from labor unions. Such groups are invited to form committees, to sponsor the March, and to send delegations to Washington in their own names.

Other groups are invited to publicize the March, to raise funds for it and to send groups to Washington under the banner of the March on Washington itself. These would include, for example, student and youth organizations, settlement houses, committees and other organizations of the unemployed, professional organizations (doctors, teachers, etc.), and Greek Letter organizations.

What literature is available for publicizing the March?

The National Office of the March will provide you, free of charge, with as many copies as you need of the following: